



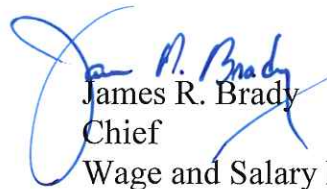
DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

November 23, 2016

MEMORANDUM FOR ACTING DEPUTY ASSISTANT SECRETARY OF DEFENSE,
CIVILIAN PERSONNEL POLICY
ATTENTION: MS. JULIE A. BLANKS
METAL TRADES DEPARTMENT, AFL-CIO
ATTENTION: MR. JAMES V. HART
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
ATTENTION: MR. J. DAVID COX, NATIONAL PRESIDENT
DEPARTMENT OF THE ARMY,
ASSISTANT G-1, FOR CIVILIAN PERSONNEL
ATTENTION: MR. JAY D. ARONOWITZ
DEPARTMENT OF THE NAVY,
DIRECTOR, HR POLICY AND PROGRAMS DEPARTMENT
ATTENTION: MS. LISA JOX
DEPARTMENT OF THE AIR FORCE,
CHIEF, CIVILIAN FORCE POLICY DIVISION
ATTENTION: MS. MELANIE MCGUIRE
DEFENSE LOGISTICS AGENCY,
DIRECTOR, HUMAN RESOURCES
ATTENTION: MR. BRAD BUNN

SUBJECT: 2415th DoD Wage Committee Meeting – December 6, 2016

Subject meeting will be held on December 6, 2016 at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia. Agenda items are attached.


James R. Brady
Chief
Wage and Salary Division

Attachment:
As stated

AGENDA ITEMS
2415th DoD Wage Committee Meeting – December 6, 2016

NONAPPROPRIATED FUND

1. Wage Schedule (Full Scale) for the Maricopa, Arizona wage area (AC-012). LWSC report attached. (Air Force & Army)
2. Wage Schedule (Full Scale) for the Pima, Arizona wage area (AC-013). LWSC report attached. (Air Force & Army)
3. Wage Schedule (Full Scale) for the Yuma, Arizona wage area (AC-055). LWSC report attached. (Navy & Army)
4. Wage Schedule (Automotive Pay Plan) for the Yuma, Arizona wage area (AC-055). (Navy & Army)
5. Wage Schedule (Full Scale) for the Kings/Queens, New York wage area (AC-091). LWSC report attached. (Army & Navy)
6. Wage Schedule (Wage Change) for the Hampden, Massachusetts wage area (AC-039). (Air Force & Army)
7. Wage Schedule (Wage Change) for the Middlesex, Massachusetts wage area (AC-138). (Air Force & Army)

APPROPRIATED FUND

8. Wage Schedule (Full Scale) for the St. Louis, Missouri wage area (AC-081). LWSC report attached. (Army & Air Force)
9. Wage Schedule (Full Scale) for the Omaha, Nebraska wage area (AC-084). LWSC report attached. (Army & Air Force)
10. Wage Schedule (Full Scale) for the Dallas-Ft. Worth, Texas wage area (AC-131). LWSC report attached. (Army & Air Force)
11. Wage Schedule (Wage Change) for the Cocoa Beach-Melbourne, Florida wage area (AC-028). (Air Force & DLA)
12. Wage Schedule (Wage Change) for the Davenport-Rock Island-Moline, Iowa wage area (AC-053). (Army & DLA)
13. Wage Schedule (Wage Change) for the Eastern South Dakota wage area (AC-121). (Army & Air Force)



DEPARTMENT OF THE AIR FORCE
56TH FORCE SUPPORT SQUADRON (AETC)
LUKE AIR FORCE BASE, ARIZONA

#012 Moran

OCT 24 2016

OCT 21 2016

SUBJECT: Survey Final Report – Maricopa, Arizona [Wage Area #012]

To: DCPAS – Compensation Division, Wage and Salary Branch
Attn: NAF Pay Systems
4800 Mark Center Drive, Suite #05G21

1. Name and Title of Local Wage Survey Committee Members:

Ms. Kathleen Brocksmith
NAF HR Officer
Luke AFB, Arizona
Chairman

Ms. Heather Thomas
NAF HR Assistant
Luke AFB, Arizona
Alternate Chairman

Ms. Leslie Hall
AAFES Store Manager
Luke AFB, Arizona
Management Representative

Ms. Karen Schenk
AAFES Store Manager
Luke AFB, Arizona
Alternate Management Representative

Mr. David Barrett
Maintenance Worker
Luke AFB, Arizona
Labor Management Member

Mr. Mathew Garcia
Maintenance Worker
Luke AFB, Arizona
Alternate Labor Management

2. Notices of Hearing were posted at all activities on May 25th, 2016. The hearing date was scheduled for June 10th, 2016. No persons or organizations indicated a desire to present information. A hearing report was submitted on June 10th, 2016.

3. Meeting were held as follows:

Data Collector Training	October 11th-12th, 2016
LWSC Data Review	October 19th & 21st, 2016
LWSC Survey Report	October 21st, 2016

4. Attachment 1 is a list of data collectors used to conduct survey.

5. Attachment 2 is an annotated copy of the ESL with appropriate codes to indicate establishments' participation.

6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.

Heather Thomas
Alternate Chairman

Karen Schenk
Alternate Management Member

David Barrett
Labor Member




**DEPARTMENT OF THE AIR FORCE
56TH FORCE SUPPORT SQUADRON (AETC)
LUKE AIR FORCE BASE, ARIZONA**

21 Oct 2016

SUBJECT: Data Collectors Used for Department of Defense (DoD) Nonappropriated Fund (NAF) Full Scale Wage Survey, Maricopa County, Luke AFB, AZ (Wage Area #012)

To: DCPAS – Compensation Division, Wage and Salary Branch
Attn: NAF Pay Systems
4800 Mark Center Drive, Suite #05G21

1. The following NAF and AAFES employees were data collectors used to conduct the 2016 Full Scale Nonappropriated Fund (NAF) Wage Survey in Maricopa, AZ (Wage Area #012).
 - a. Shriley Truman (AFFES), Sr. Store Associate, Main Store (623)935-2671
 - b. Cassandra Oakley (NAF), Child and Youth Program Assistant, CDC (623)856-6338
 - c. Lawrence Barrett (NAF), Recreation Aid, Golf Course (623)856-8864
 - d. Matthew Garcia (NAF), Maintenance Worker, Lodging (623)856-864-7441
 - e. Kevin Calais (NAF), Recreation Aid, Golf Course (623)856-8864
 - f. Heather Thomas (NAF) Human Resources Assistant, NAF H.R. Office (623)856-8532
 - g. Jeremy Martinez (NAF) Fitness Equipment Repairer, Fitness Center (623)856-6241
 - h. Gabriele Curriston (AAFES) Associate, Starbucks (623)935-2671 ex. 134
2. Should you have any questions, please contact the Chairperson at (623)856-7755 or the Alternate Chairperson at (623)856-8532.


Heather Thomas
Alternate Chairperson



EXCHANGE

ARMY & AIR FORCE EXCHANGE SERVICE
P.O. BOX 12955
Fort Huachuca, AZ 85670
520-458-7210

RRC

#013 Knodel

OCT 24 2016

Subject: Survey Final Report - Pima, Cochise Arizona, (Wage Area #013)

DCPAS NAF Pay Systems Wage and Salary Division
4800 Mark Center Drive
Suite 05J21
Alexandria, VA 22311

1. Name and title of Local Wage Survey Committee members:

Leslie K. Petersen
Exchange Human Resources Manager
Davis-Monthan AFB, Tucson, AZ
Chairperson

Janice Woodward
Chief, Human Resources
355 FSS/FSMH, Tucson, AZ
Alternate Chairperson

Mrs. Karen Golloher
Service Business Manager
Davis-Monthan AFB
Management Representative

Mr. Joe C. Crawshaw
Food Court Manager
Davis-Monthan AFB
Alternate Management Representative

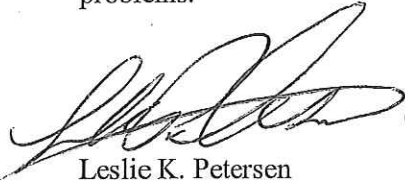
Fort Huachuca - AFGE
Labor Representative
(Declined)

Fort Huachuca - AFGE
Alternate Labor Representative
(Declined)

2. Notice of Hearing were issued to all activities on 04 Aug 2016, to be posted no later than 04 Aug 2016. The hearing date was scheduled for 18 Aug 2016. No persons or organization indicated a desire to present information. A negative report was submitted on 18 Aug 2016.
3. Meetings were held as follows:
- | | |
|-------------------------|---------------------|
| Data collector training | October 11-12, 2016 |
| LWSC Data Review | October 18, 2016 |
| LWSC Survey Report | October 18, 2016 |
4. Attachment 1 is a list of data collectors used to conduct the survey.
5. Attachment 2 is an annotated copy of ESL with appropriate codes to indicate establishments' participation.

3

6. The LWSO encountered no situations during the conduct of the survey which present significant problems.



Leslie K. Petersen
Chairperson



Karen Golloher
Management Member

(Declined)
Labor Member

#055 Mason BB
OCT 31 2016
12000
MCCS3
27 Oct 16

From: Chairman, Local Wage Survey Committee, Marine Corps
Community Services, NAF Human Resources Branch,
Marine Corps Air Station, Yuma AZ

To: Department of Defense Civilian Management Service,
Wage and Salary Division, Non-appropriated Fund Pay
Systems, 4800 Mark Center Drive, Suite 05G21,
Alexandria, VA 22350

Subj: NAF FULL SCALE WAGE SURVEY FINAL REPORT
YUMA COUNTY AZ [WAGE AREA #055]

Encl: (1) List of Data Collectors
(2) Annotated Copy of Establishment Survey List

1. Name and title of Local Wage Survey Committee Members:

LOCAL WAGE SURVEY CHAIRMAN	ALTERNATE CHAIRMAN
Vonnette Bedwell	Jasmin Cordova
Human Resources Director	Human Resources Technician
NF-0201-04	NF-0201-03
MANAGEMENT MEMBER	ALTERNATE MANAGEMENT MEMBER
Marisela Fraijo	Marie Gonzalez
Program Analyst	Accounting Supervisor
NF-0343-04	NF-0503-03
MCAS Yuma AZ	MCAS Yuma AZ
LABOR MEMBER	ALTERNATE LABOR MEMBER
Johana Soria	Silverio Grijalva
Housekeeper	Maintenance Mechanic
NA-3566-02	NA-4749-09

2. Notices of Hearing were issued to all activities on 18 July 2016, with instructions to post on all office bulletin boards 20 July 2016. The hearing was held on 3 August 2016. The LWSC and AFGE 2104 representative submitted a "Request to Separate El Centro CA from Wage Area #055.

3. Meetings were held as follows:

LWSO Briefing	16 September 2016
Data Collector Training	17 October 2016
LWSC Data Review	25-27 October 2016
LWSC Report	27 October 2016

4. Enclosure (1) is a list of data collectors used to conduct the survey.

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Subj: NAF FULL SCALE WAGE SURVEY FINAL REPORT
YUMA COUNTY, AZ [WAGE AREA #055]

5. Enclosure (2) is an annotated copy of the Establishment Survey List (ESL) with appropriate codes to indicate establishments' participation.


6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.



Vonnette Bedwell
Chairman



Marie Gonzalez
Management Member



Silverio Grijalva
Labor Member

List of Data Collectors:

Colby Mason (PO) DCPAS

Itzel Santana, DCPAS

Veronica Garcia, Yuma MCAS (Labor Representative)

Alicia Tobias, Yuma MCAS

Synaca Witherington, Yuma MCAS

James Navarro, Yuma MCAS

Russell Alford, Yuma MCAS

Christina Corona, Yuma MCAS



BB

#091-Flowers
NOV 2 REC'D

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON FORT HAMILTON
BROOKLYN NY 11252-5300

PECH-NER-P/NAF

27 October 2016

MEMORANDUM FOR Defense Civilian Personnel Advisory Service, Wage and Salary Division, Attn: NAF Pay Systems Branch, 4800 Mark Center Drive, Suite #05G21
Alexandria, VA 22350-1100

SUBJECT: Survey Final Report – Kings/Queens New York [Wage Area #091]

1. Name and title of wage survey committee members:

Ms. Joanne M. Joosten
HR Officer
West Point, NY
Chairperson

Ms. Yomaira Sanchez
HR Specialist
West Point, NY
Alternate Chairperson

Mr. Peter Luthi
Sports Specialist
Fort Hamilton, NY
Management Representative

Ms. Sandra Alfaro
Asst Business Manager
Fort Hamilton, NY
Alternate Mgmt Representative

AFGE Local 1667
No members appointed

2. Notices of hearings were issued to all activities on 02 August 2016 to be posted no later than 04 August 2016. The hearing date was scheduled for 18 August 2016. No persons or organizations indicated a desire to present information. A negative report was submitted on 29 August 2016.


3. Meetings were held as follows:

LWSO Briefing	22 September 2016
Data Collector Training	12-13 October 2016
LWSC Data Review	26-27 October 2016
LWSC Survey Report	27 October 2016

4. Attachment 1 is a list of data collectors used to conduct the survey.

5. Attachment 2 is an annotated copy of the ESL with appropriate codes to indicate establishments' participation.

6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.


Joanne M. Joosten
Chairperson


Peter Luthi
Management Member

8

Data Collectors

Verna Montgomery-Patience

Department of Defense

Tessa Lahr

Department of Defense

Brooke Zink

Department of Defense

Phillip Bianco

Army-NAF

Sandra Alfaro

Army-NAF



MISSOURI ARMY NATIONAL GUARD
FMS ST. LOUIS (10)
10800 LAMBERT INTERNATIONAL BLVD.
BLDG 209
BRIDGETON, MO. 63044-2314

NGMO-SMT-OJ

14 OCT 2016

FROM: DEPARTMENT OF THE ARMY, MISSOURI ARMY NATIONAL GUARD, FMS,
ST. LOUIS (10), 10800 LAMBERT INTERNATIONAL BLVD, BLDG 209,
ST. LOUIS, MO 63044-2314

TO: Defense Civilian Personnel Advisory Service, DCPAS, Wage and Salary Division, Central
Region

SUBJECT: Report of Survey for Wage Area 081, Saint Louis, MO Full Scale 2016

1. Survey training was conducted at the Jefferson Barracks Army National Guard Base at the Armory Headquarters at 24 Davis Road on 3 Oct 2016. Survey commenced on the order date on 4 Oct 2016. All needed ground transportation was provided by both the JB VA Medical Center and the JB ANG Base. Survey concluded on 14 Oct 2016.
2. There were 160 establishments on the 2016 ESL. All were either contacted or determined to be out of scope.
3. Questions shall be directed to the Project Officer, James Ewing, at COM 937-904-3532 or DSN 674-3532 or email him at James.Ewing.Civ@mail.mil


Keith Wilcox
LWSC Chair


Jerome Tomlin
Labor Member


Shirl Smith
Management Member

1 Attach
Labor Roster



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, 55TH WING (ACC)
OFFUTT AIR FORCE BASE NEBRASKA

MEMORANDUM FOR Defense Civilian Personnel Management Service
Wage & Salary Division, Western Region
CPMS-AWAW
510 Hickam Avenue, Building 250, Bay A1
Travis AFB, CA 94535-4195

FROM: 55 FSS/FSMC
105 Washington Sq. Ste 233
Offutt AFB, NE 68113-2106

SUBJECT: Omaha, Nebraska Wage Area Report of Local Wage Survey

The 2016 Wage Survey was conducted from October 4th through October 14th, 2016 in accordance with your instructions. Mr. Ricky Recaido served as our primary data collector and spearheaded the collection effort. His professionalism was beyond compare in his representation of the Wage & Salary Division.

MICHAEL R. LITTLE
Chairman

SHAWN HENNESSY
Labor Representative

DEBORAH BURLING
Management Representative

The Sun Never Sets on the Fightin' Fifty-Fifth

//

FEDERAL WAGE SURVEY
DALLAS/FORT WORTH, TEXAS
LOCAL WAGE SURVEY

13 OCTOBER 2016

TO: Eastern Region
CPMS – Wage & Salary Division

SUBJECT: Report of Federal Wage Survey Conducted in the Dallas/Fort Worth area.

1. The 2016 Federal Wage Survey commenced on 3 October 2016 and concluded on 14 October 2016 as scheduled.
2. There were 254 target companies to be surveyed. Ninety-one companies participated, 87 refused participation and 76 were considered non-participants because they were either too small, out of business, etc. Overall, there was 51% participation by targeted companies.


Alison Wagner
Co-Chairperson


Sy Valentin
Labor


Charles Chavers
Management